



Important Update

Dear Employer:

Employers with 500 or fewer employees are covered by the Families First Coronavirus Response Act ("FFCRA"). If you are a covered employer, then you are required to post notice of employee's rights under the FFCRA. Available at this link ([LINK TO NOTICE](#)) is a digital Notice that you may post (or email to employees, as noted below) that complies with this requirement.

Please do not hesitate to contact us if you have any questions about this Notice requirement, compliance under the FFCRA, or any other legal issues.

[FAQs About Posting the FFCRA Notice \(additional FAQs are provided at the DOL link below\):](#)

1. Where do I post this notice? Since most of my workforce is teleworking, where do I electronically "post" this notice?

Each covered employer must post a notice of the Families First Coronavirus Response Act (FFCRA) requirements in a conspicuous place on its premises. An employer may satisfy this requirement by emailing or direct mailing this notice to employees, or posting this notice on an employee information internal or external website.

2. Do I have to share this notice with recently laid-off individuals?

No, the FFCRA requirements explained on this notice apply only to current employees.

3. Do I have to give notice of the FFCRA requirements to new hires?

Yes, if you hire a job applicant, you must convey this notice to them, either by email, direct mail, or by posting this notice on the premises or on an employee information internal or external website.

4. I am a small business owner. Do I have to post this notice?

Yes. All employers covered by the paid sick leave and expanded family and medical leave provisions of the FFCRA (i.e., certain public sector employers and private sector employers with fewer than 500 employees) are required to post this notice.

<https://www.dol.gov/agencies/whd/pandemic/ffcra-poster-questions>

If you have any questions regarding the changes, please do not hesitate to contact one of our Labor & Employment attorneys, Jim Cowan at jcowan@cowanperry.com / 540.443.2860 or Eric Chapman at echapman@cowanperry.com / 540.443.3861 and they will be glad to assist you.

The content of this legal alert is intended for informational purposes only and should not be considered legal advice for a particular situation. Legal advice and actual results depend on a variety of factors unique to each set of circumstances.